

# 2011 Military Health System Conference

## Human Capital Challenges: Taking us Into the 21<sup>st</sup> Century

Maureen O. Viall, Chief Human Capital Officer

24 January 2011



MHS Human Capital Office, ASD  
(Health Affairs)



# State Of The MHS

100 percent of Americans owe their gratitude to 1 percent who serve in the all-volunteer force

- - Longest-ever period of sustained combat from 9 years of war in Afghanistan and Iraq
- - Two million served in these conflicts
- - More than 40,000 wounded
- - 18,000 unable to return to duty / 5,700 killed
- - More than 16,000 will need medical care of the rest of their lives



# MHS Human Capital Climate

- Staffing and compensation initiatives to support the wounded, ill and injured
- Efficiencies
- 2011 Pay Freeze
- Impact of BRAC
  - Relocation to the Defense Health Headquarters (DHHQ)
  - JTF CapMed and related joint initiatives
  - Federal workers paid too much?
  - NSPS Repeal



# MHS Human Capital Climate

Hiring Issues

HCO Recruiting

CPMS Medical Working Group

Hiring Initiatives Compensation Issues

**Human Capital Office**

Media Guide

Spouse Hiring Authority Career Pathway Matrix  
Hiring Capital Strategic Plan  
DOD/VA

Support / Inspiring Practices in Nursing Research

# Tools To Enhance Healthcare Recruitment



- Physician and Dentist Pay Plan (PDPP) Implementation
  - Projected implementation 27 Feb. 2011
- Expedited Hire Authority
  - New legislation in NDAA 11
- Direct Hire Authority
- OPM Hiring Process Reforms

# Tools To Enhance Healthcare Recruitment



- Hiring Disabled Appointment Authorities
- Veterans Preference Authority
- First Duty Station Travel
- Military Spouse Hiring Authority



# Married Military Spouses

SERVICE	% MARRIED
ARMY	58%
NAVY	54%
AIR FORCE	59%
MARINE CORPS	48%
GRAND TOTAL	56% <small>(as of 12/8/10)</small>

# Tools For Succession Planning



- Workforce planning (Mission Critical Occs)
  - Competency Development
- “Growing Our Own”
  - Legislative Initiatives
- Refresh of the Human Capital Strategic Plan
- Defense Health Headquarters Intern Program
  - Revocation of FCIP
  - New Pathways Programs (effective 1 Mar 11)



# Initiatives For The Future

- Legislative Initiatives
  - Health Professions Financial Assistance Program for Civilians
  - Reserve Component Mental Health Student Stipend
- Civilian Healthcare Occupation Sustainment Plan (C-HOSP)
  - Implementation of Title 38 Qualifications, Appointing and Pay Flexibilities



# Initiatives For The Future

- Telework Program
- Promoting Diversity
  - Female Physician Leadership Course
  - Diversity of Total Force

# DoD Civilian Medical Demographics



- Civilian population in MHS occupied by 54 medical occupational series with a total population of 43,555
  - Army ( 30,187 = 69.3 %)
  - Air Force (4,715 = 10.8%)
  - Navy ( 8,341 = 19.2%)
  - DoD (312 = .7%)
- Gender composition
  - Female (71%)
  - Male (29%)

# DoD Civilian Medical Demographics



- Race National Origin / Ethnicity Composition
  - White (61.1%)
  - Black (20.7%)
  - Asian (7.6%)
  - Hispanic or Latino (7.2%)
  - Multi-racial (1.4%)
  - American Indian/Alaskan (1.0%)
  - Native Hawaiian/Pacific Islander (.8%)
  - Unspecified (0.1%)

# DoD Military Medical Demographics



- Military population in MHS with a total strength of 119,900
  - Army 52,512 (43.8% )
  - Navy 34,858 (29.1%)
  - Air Force 32,530 (27.1%)
- Gender composition
  - Female 40,172 ( 33.5%)
  - Male 79,728 (66.5%)

# DoD Military Medical Demographics



- Race, National Origin / Ethnicity Composition
  - White (55%)
  - Black (17%)
  - Hispanic ethnicity (13%)
  - Asian (6.9%)
  - Multi-racial (1.9%)
  - American Indian/Alaskan (.9%)
  - Native Hawaiian/Pacific Islander (0.7%)
  - Unspecified (5.0%)



# Takeaways

- CHCO primary emphasis is to help you “make mission”
- Human Capital Steering Committee is great forum for your ideas, initiatives and programs
- Success is: emphasizing strong Human Capital programs at all MHS leadership levels
- Have a great idea for the MHS? Send that idea to  
[humancapitalofficeideas@tma.osd.mil](mailto:humancapitalofficeideas@tma.osd.mil)

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